

## **Resource Management**

### **Objective 1**

**On an ongoing basis, oversees, directs, and executes all financial and manpower operations including an annual budget. Manages dollar and manpower resources for assigned garrisons, Central Managed Account and Region Headquarters programs. Ensures that all resources are protected, accounted for and are expended in compliance with statutory, regulatory and policy requirements.**

#### **Measurements:**

- **Conforms to IMCOM Strategic Plan**
- **Ensures all financial actions are within current fiscal year budget**
- **Compliance with Narrative and Funding Memos**
- **Execution and Spend Plan Reports**
- **Adheres to TDA/PBG**
- **Close fiscal year to the Army standard**

**Contributing Factor: Resource Management, Leadership**

**Relevant Mission Alignment: Goal 1, 2, 3, 4**

**Weight:**

### **Objective 2**

**Provides advice and guidance to the IMCOM Region Director, his staff, and garrisons (direct and indirect) on all aspects of financial and manpower resources and their integrations into the Dept of Army Planning, Programming, Budgeting and Execution System on an ongoing basis.**

#### **Measurements:**

- **Follows guidance document Manpower Command Plan**
- **Accurate and monthly updates of funding/spending status to RD and IMCOM-Europe**
- **Within established budget, spend plans, narrative and guidance funding letters**

**Contributing Factor: Critical Thinking, Cooperation & Teamwork**

**Relevant Mission Alignment: Goal 1, 2, 3, 4**

**Weight:**

### **Objective 3**

**Routinely represents the RD at meetings and conferences held at DOD, DA, HQS, USAIMA, and other MACOMS. Has the authority to establish command positions/views in all areas of resource management.**

#### **Measurements:**

- **Attendance and participation at meetings to include: GCC, PBAC, DCM, VTC, STRETCH, SEL, IMBOD, USAREURBOD**
- **Attendance and participation in Multifunctional Conference**

**Contributing Factor: Communication**

**Relevant Mission Alignment: Goal 1, 2, 3, 4**

**Weight:**

### **Objective 4**

#### **Supervisory**

**Execute the full range of human resources (including performance management as outlined in DoD 1400.25-M, SC1940.5.7.4.) and fiscal responsibilities within established timelines and *in accordance with applicable regulations*. Adhere to merit principles. Develop a vision for the work unit; align performance expectations with organizational goals. Maintain a safe work environment and *promptly address* allegations of noncompliance. Ensure EEO/EO principles are adhered to throughout the organization. Ensure continuing application of, and compliance with, applicable laws, regulations and policies governing prohibited personnel practices; *promptly address* allegations of prohibited discrimination, harassment, and retaliation.**

**Contributing Factor: Communication**

**Relevant Mission Alignment: Goal 1, 2, 3, & 4**

**Weight:**

